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Methods and procedures provided by 1,614 collective bargaining agreements to accommodate handicapped workers in New York State are described. Handicapped veteran clauses are considered; also considered are the prevalence and content of handicapped worker clauses, including transfers provided for in general terms, transfers subject to seniority provision, transfers without regard to seniority, preference for filling light work jobs, and adjustments in wages on present jobs. Appendixes present the Reemployment Rights Section of the Universal Military Training and Service Act, a nine-item bibliography, and six tables concerning the prevalence of handicapped worker provisions by industry, type of agreement, area, and national union. (JD)

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HANDICAPPED WORKER PROVISIONS IN UNION-MANAGEMENT AGREEMENT

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NEW YORK STATE DEPARTMENT OF LABOR

Division of Research and Statistics

HANDICAPPED WORKER PROVISIONS IN UNION-MANAGEMENT AGREEMENTS

NEW YORK STATE

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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SUMMARY

This report describes the methods and procedures provided by collective bargaining agreements to accommodate handicapped workers on the job. It is based on 1,614 labor-management agreements, covering about 1,663,000 workers in New York State.

One out of seven agreements contained a provision permitting a worker who becomes handicapped or one with diminished productivity because of poor health or infirmity (1) to transfer to another job that he can perform; (2) to receive preference in filling light-work jobs; and/or (3) to continue in employment through an adjustment in his wage rate. One group of provisions permitting transfers runs in general terms and makes no reference to seniority. Another group requires the transfer to conform with seniority rules, while a third group specifies that it can be made without regard to seniority.

The proportion of agreements with handicapped worker clauses in manufacturing was more than double that in nonmanufacturing (18 percent compared with 8). Many of the clauses were found in industries manufacturing machinery, transportation equipment, primary metals, and fabricated metal products and in the transportation and utilities industries. The bulk of them appeared in contracts of Auto Workers, Electrical Workers (IBEW), Electrical Workers (IUE), Machinists, and Steelworkers.

Agreements which allowed a reduction in the wage rate of the handicapped worker to maintain him in employment specified a minimum scale and in some instances limited the percentage of workers to be employed at this scale. Other clauses provided that adjustments for handicapped workers were negotiable. A few agreements mentioned that the employer would train handicapped workers to enable them to qualify for employment in the company.

Three-eighths of the 1,614 agreements analyzed had clauses indicating that labor and management would comply with the part of the Military Training and Service Act that entitles veterans, whether handicapped or not, to be re-employed by their former employer, under specified conditions.

The study was limited to clauses designed expressly to protect handicapped workers. Such terms as severance pay, disability pay, early retirement, transfer and demotion, which apply to all workers were not considered as handicapped-worker clauses in this report, although they may be particularly beneficial to handicapped workers. It should be emphasized, also, that both unions and employers may be active in assisting handicapped workers even where the union agreement is silent on the subject.

Introduction

This is a study of the extent to which union-management agreements in New York State provide arrangements for handicapped workers covered by the agreements and the nature of these provisions. It is based on 1,614 union-management agreements, affecting 1,663,000 workers in industry. 1/ Construction and government were excluded from the survey. 2/

Of the 1,614 agreements, 1,401 (87 percent) were current in 1967; the remaining 213 (13 percent) were agreements that terminated in 1964, 1965 or 1966 or had no definite expiration date.

A clause that gives special rights or benefits to handicapped workers generally is here considered a handicapped worker provision. The worker's disability may be temporary or permanent. Mention is made later of clauses relating specifically to handicapped veterans.

Prevalence of Handicapped Worker Clauses

Of the 1,614 agreements in the study, 219 or about 14 percent contained some provision applying specifically to handicapped workers. The figures do not include contract provisions that affect all workers; for example, those relating to severance pay, disability, early retirement, transfer, and demotion. They also exclude clauses that refer only to handicapped veterans; 618 agreements, or about 38 percent of the 1,614, contained a clause referring to the reemployment of previously employed veterans who are handicapped.

Agreements in manufacturing were more likely to contain a provision applying to handicapped workers than those in manufacturing. Three-fifths

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1. These agreements are on file in the Division of Research and Statistics. This file includes the agreements of single-employers covering at least 200 employees and those of employer associations and other multi-employer groups without regard to number of employees covered. See New York State Department of Labor, Division of Research and Statistics, Union Agreements New York State: Coverage and Characteristics (Publication B-100, April 1959).

2. Only a few construction agreements contained handicapped worker clauses. The number of written agreements applying to government was small; furthermore, provisions for handicapped workers were likely to appear in the personnel rules rather than in the labor-management agreements.

of the total of 1,614 agreements were negotiated by companies in manufacturing,but they accounted for over three-fourths of the clauses covering regular employees:

	Number in all industries	All industries	Percent distribution Manufacturing	Non-manufacturing
All industries studied	1,614	100	58	42
Workers covered	1,663,260	100	54	46
Agreements with handicapped worker provisions (a)	219	100	77	23
Workers covered	259,195	100	73	27

a. Excluding clauses applying only to veterans.

Nearly one-third of all agreements with handicapped worker clauses in manufacturing (excluding those limited to veterans) were in three industries: electrical machinery, machinery except electrical, and transportation equipment. Chemicals and related products, fabricated metal products, and instruments were other manufacturing industries with more than a few of these agreements. About seven-tenths of the agreements with these clauses in nonmanufacturing were concentrated in the transportation and utilities industries.

Of the 1,614 agreements, 836 (covering about 665,300 workers) were negotiated by single employers and their unions; the remaining 778 (involving about 1,000,000 workers) were employer-association and other multi-employer contracts.

Single-employer contracts covered about 800 workers on the average, or approximately 30 times the size of the average shop under an association agreement. 1/ Large firms generally would have less difficulty than small shops in arranging for the transfer of handicapped workers from one job to another. (See appendix tables 1-4.)

Clauses applying to handicapped workers were more prevalent upstate than in the New York Metropolitan Area. There 58 agreements (6 percent) offered

1. See New York State Department of Labor, Division of Research and Statistics,Employer Associations Engaged in Collective Bargaining in New York State. Publication B-150, October 1965, p. A-7.

protection to handicapped workers (excluding clauses that referred specifically to veterans). This figure compared with 138 agreements (22 percent) upstate. (See table A and appendix table 5.)

Table A. Prevalence of Handicapped Worker Provisions(a) by Area

Area	All agreements	All workers under agreements	Agreements with handicapped worker provisions (b)	
			Percent of -	
			Agreements	Workers
New York State	1,614	1,663,260	14	16
New York Metropolitan Area	910	1,023,320	6	9
New York City plus all or some of the Metropolitan Area	175	396,665	6	8
New York City	623	581,295	4	7
Nassau County	39	20,580	23	53
Suffolk County	5	1,185	-	-
Westchester, Rockland, Orange and Putnam Counties	68	23,595	16	23
Upstate	619	403,435	22	28
Albany, Rensselaer, and Schenectady Counties	98	30,785	18	34
Binghamton (Broome County)	45	28,775	22	27
Buffalo (Erie and Niagara Counties)	198	95,065	30	42
Rochester (Monroe County)	95	95,145	15	17
Syracuse (Onondaga County)	61	29,930	23	24
Utica (Herkimer and Oneida Counties)	64	34,615	20	29
Other Upstate Counties	58	89,120	17	24
Statewide	85	236,505	27	24

a. Excludes construction and government.
b. Excludes provisions that apply specifically to veterans.

Ten national unions (out of the total of 108 that had one or more locals in the study) negotiated nearly six-tenths of the agreements with general clauses protecting handicapped workers. About 70 percent of the Auto Workers agreements and 50 percent of the District 50 agreements contained such clauses, as the following table shows.

	All agreements	Percentage with handicapped worker provision (a)
Auto Workers	44	71
District 50	22	50
Transport Workers	19	32
Electrical Workers (IBEW)	58	29
Machinists	93	26
Steelworkers	48	27
Oil, Chemical, Atomic Workers	19	26
Electrical Workers (IUE)	56	23
Office Employees	16	19
Papermakers and Paperworkers	22	18

a. Excluding provisions that apply specifically to veterans.

National unions with a relatively small number of agreements containing such clauses included the Bookbinders, Clothing Workers (ACW), Ladies' Garment Workers, Meat Cutters, Newspaper Guild, Pulp, Sulphite and Paper Workers, Retail Wholesale and Department Store Workers, and Teamsters. (See appendix table 6.) Many unions had more.

The activities of companies and unions on behalf of handicapped workers are not measured entirely, of course, by whether they have handicapped worker clauses in their agreements. An employee under a labor-management agreement, it may be noted, is protected by the entire agreement, including its grievance and arbitration procedures. In addition, particular companies and labor organizations are promoting opportunities for workers apart from the terms of their labor-management contracts.

Content of Clauses

Three types of provision designed to benefit a handicapped worker are distinguished here: transferring him to a job that he could perform; giving him preference for light-work jobs; and allowing him to continue in his job at a rate of pay lower than his regular scale.

The following table shows that there were about the same number of clauses in each of the three "transfer" categories.

Type of clause	Number of agreements with clauses (a)	Number of workers covered by agreements with clauses (a)
All handicapped worker clauses	219	259,195
Transfer: (1) expressed in general terms	57	61,035
(2) subject to seniority rules	56	43,945
(3) seniority rules waived	59	96,345
Preference for light-work job	33	24,335
Adjustment in wages	14	33,535

a. Excluding agreements that apply specifically to veterans.

Transfers provided for in general terms. One group of 57 agreements contained clauses providing for the transfer of handicapped employees to jobs they could perform, unqualified by any reference to the seniority rules of the agreements. Two-fifths of these indicated that such transfer was mandatory. In the rest, the company indicated its willingness to transfer handicapped employees to work they could perform. Some contracts in this second category indicated that the company would make such transfer provided there was a vacancy; others were silent on this point.

In around half of the 57 agreements the transfer applied only to employees who were injured in the plant. In three cases it applied to employees injured in or outside the plant. The remaining agreements were silent on this point.

Most of these clauses stated that the worker would receive the regular pay rate of the new job. In 9 contracts the parties stipulated that the worker would receive his former job rate, which he earned before his accident. Another four agreements limited the amount by which the worker's former rate could be reduced because of his disability.

Five of the 57 agreements restricted such transfers to employees who had been employed by the company for a minimum period before the accident.

About three-fifths of these 57 agreements were in manufacturing industries -- mostly with companies producing electrical machinery, fabricated metals, chemicals and related products, machinery (except electrical), ordnance and accessories, and instruments. Of the 17 agreements in nonmanufacturing, 12 were in transportation and utilities, 2 in wholesale and retail trade, and 3 in services.

The bulk of these clauses were in agreements of locals of the Auto Workers, District 50, Machinists, Electrical Workers (IBEW), and Steelworkers.

Illustrations of the clauses in this group follow:

> "Efforts will be made to furnish employment (suited to their capacity) to employees who have become physically unable to continue in service in their present position." (Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, AFL-CIO and Universal Carloading and Distributing Co., Inc., New York State. Agreement effective October 31, 1966, expires October 31, 1969.)

> "Any employee disabled as a result of any Company-connected occupational injury or illness shall be provided with a job which he is able to perform without any reduction in pay so long as the employee's physical condition is such that he cannot perform his former or a comparable job. In any such case, an employee shall be permitted such increases as he would have secured had he continued working in his previous occupation." (International Union of Electrical, Radio and Machine Workers (IUE), AFL-CIO; Local 418 and American Bosch Arma Corporation, Arma Division, Garden City, N. Y. Agreement effective October 1, 1966, expires September 30, 1969.)

> "When an employee's regular work has become burdensome because of illness or physical disability reported either to the supervisor of the department or the Company nurse or physician, such employee, upon application, may be afforded a transfer to less strenuous work during such period, if any such work is available, and shall be paid the prevailing rate for such work assigned to him." (Office and Professional Employees International Union, AFL-CIO, Local 212 and Sperry Rand Corporation, Remington Office Equipment Division, Buffalo, N. Y. Agreement effective October 21, 1965, expired October 19, 1967.)

> "In the event an employee shall become unable to perform his normal duties because of a mental or physical disability, the Company will attempt but shall not be required to provide him with work. In any such case, an employee having twenty (20) years or more of service but less than thirty (30) years shall not be subject to a reduction in compensation in excess of 10% of the rate of his compensation at the time the disability was incurred. In any such case, an employee having thirty (30) years or more of service shall not be subject to

> any reduction in the rate of his compensation at the time the disability was incurred. In its attempt to provide such a disabled employee with work, the Company will not confine itself to employment opportunities in a particular department but will seek to find a place for him throughout the Company.
>
> "Should any disabled employee consider himself aggrieved by reason of any change of status suffered by him in connection with any such disability, the matter shall be handled as a grievance under the grievance procedure prescribed in this agreement but shall not be subject to arbitration hereunder." (Transport Workers Union of America, AFL-CIO, Local 101 and the Brooklyn Union Gas Co., New York City. Agreement effective April 1, 1965, expired March 31, 1968.)

Transfers subject to seniority provision. An opportunity to transfer to another job that he could perform, consistent with seniority rules of the contract, was provided in 56 agreements. The employee then could displace another worker with less seniority. Transfers were mandatory in about one-third of these agreements. The rest stated that the company would transfer the employee; in some instances the transfer was subject to the existence of a vacancy, while in others there was no reference to this matter.

One-third of the 56 agreements restricted the transfer to employees who were injured in the plant. In another 3 agreements such transfers were provided for workers who were injured in the plant or off the job. The other agreements did not specify. Only one of the 56 agreements limited the amount by which the employee's rate would be reduced below his former rate; in the rest the transferred worker was to be paid the rate for the new job. There were only three clauses in which the worker's eligibility to transfer was linked to employment in the company for a minimum period.

Most of the agreements that recognized the employee's seniority status in transfers were in manufacturing industries. Over half of the 56 clauses appeared in agreements negotiated by locals of the Auto Workers, Machinists, Electrical Workers (IBEW), and Steelworkers.

Illustrations of the clauses in this group:

"Should any employee incur a disabling injury, the company will make every effort to maintain employment commensurate with his capability and seniority." (International Association of Machinists and Aerospace Workers, AFL-CIO, Lodge 1551 and Crescent Niagara Corporation, Crescent Tool Division, Jamestown, N. Y. Agreement effective May 27, 1967, expires May 23, 1969.)

"Any employee, due to ill health certified by his physician and the plant physician may bump an employee with lesser seniority on a job his ability and condition will permit him to do. The disabled employee will carry his total seniority to the job to which he is transferred while he is disabled." (United Steelworkers of America, AFL-CIO and Worthington Corporation, Compressor and Engine Division, Buffalo. Agreement effective August 16, 1965, expired August 15, 1968.)

"In the event an employee is no longer physically able to perform his particular job, and the Company and the Union agree, the employee may be transferred to a job which the employee shall be able and qualified to fill, provided his seniority is greater than the employee's whose job he is to fill.

"In the event there shall be any dispute concerning the employee's physical ability to perform his particular job, this dispute shall be determined in the following manner:

(a) Upon examination and certification by the Company doctor.

(b) In the event the Company doctor finds the employee to be physically able to perform his particular job, then by conference between the Company doctor and the employee's own doctor.

(c) In the event agreement cannot be reached under steps (a) and (b), by arbitration, where the arbitrator shall be a physician selected by mutual agreement between the Company and the Union."

(International Brotherhood of Electrical Workers (IBEW), AFL-CIO, Local 1255 and The Flinkote Company, Inc., Pipe Products Group, Orangeburg, N.Y. Agreement effective February 1, 1967, expired January 31, 1968.)

"An employee who is disabled as a result of any injury or illness connected with his work, or a returning veteran who is disabled as a result of his service connected disability, shall be entitled to any job he is able to do, provided he does not displace an employee with greater seniority." (International Union of Electrical, Radio and Machine Workers, AFL-CIO, Local 340 and ACME Electric Corporation. Agreement effective August 15, 1966, expires September 9, 1969.)

"Any employee receiving a compensable injury while employed by the Company to the extent which prevents him from performing his regular duties on a permanent basis, may be assigned to any work in the Company which he can perform and at the applicable rate of pay and in line with the seniority provisions of this Article.

"The Company physician shall be the deciding factor in determining such cases. It is intended that this Section apply only to employees whose injuries are of such a serious nature as to prevent them from performing their regular jobs." (International Association of Machinists and Aerospace Workers, AFL-CIO, Local 1509 of District 157 and Kelsey-Hayes Company, Utica Turbine Parts Division, Utica. Agreement effective September 1, 1965, expired August 31, 1968.)

Transfers without regard to seniority. The third group of agreements providing for transfers permitted handicapped workers to change to other jobs without regard to seniority regulations. The transfer was mandatory in 12 of the 59 agreements with such a provision. In some of the remaining agreements the transfer was subject to the existence of a vacancy; in others there was no reference to the requirement of a vacancy.

About two-fifths of the 59 agreements limited the transfer to employees who were injured in the plant. Four clauses permitted the employee to transfer to another job whether he was injured in or outside of the plant; the rest of the clauses contained no such limitations.

Three of the 59 agreements mentioned that the handicapped worker's rate would not be reduced by more than a specified amount compared with his old rate. Another 56 agreements provided that the worker, when transferred to another job, would receive the new rate. Only 5 of the 59 agreements restricted the transfer to handicapped workers who had been employed by the company for a specified period.

Of the agreements with clauses that disregarded seniority, 42 were in manufacturing, 14 in transportation, communication and utilities (7 in air transportation), and 3 in service. About half of all these agreements were negotiated by companies in primary metals manufacturing, transportation equipment manufacturing, chemicals and related products, and miscellaneous manufacturing industries.

Locals of the Auto Workers, Electrical Workers (IBEW), Electrical Workers (IUE), District 50, Oil, Chemical, Atomic Workers, Air Line Pilots, and Steelworkers negotiated about three-fifths of the 59 agreements with these provisions.

Illustrations of the clauses in this group follow:

"It is understood and agreed that the transfers for reasons of health or physical incapacity mutually agreed to by the Company and the Union shall be made irrespective of the provisions of this Paragraph." (Seniority Rules) (International Union of Electrical, Radio and Machine Workers, AFL-CIO, Local 323 and General Railway Signal Company, Rochester, N. Y. Agreement effective October 6, 1965, expired September 15, 1967.)

"Any employee who has been incapacitated at his regular work by injury or compensable occupation disease while employed by the Corporation, will be employed in other work on a job that is operating in the plant which he can do without regard to any seniority provisions of this Agreement, except that such employee may not displace an employee with longer seniority, provided, however, that by written agreement between local Management and the Shop Committee, any such employee may be placed or retained on a job he can do without regard to seniority rules." (Automobile, Aerospace, and Agricultural Implement Workers of America, AFL-CIO and General Motors Corp. National Agreement, effective October 5, 1964, expired September 6, 1967.)

"The Union and the Company agree that employees who are handicapped by physical impairment in a manner or degree which restricts their opportunities for employment should receive special consideration under these seniority provisions. Accordingly, these seniority provisions shall not be applied to such employees in relation to reduction of the working force and any other seniority provision hereof shall be waived with respect to such employees and to disabled veterans formerly employed by the Company as jointly determined by the Union and the Company." (Oil, Chemical and Atomic Workers International Union, Local 8-250 and Union Carbide Corporation, Olefine Division, Niagara Falls, N. Y. Agreement effective August 1, 1966, expired August 1, 1968.)

"Physically handicapped employees (those who are deaf, blind, or mute, or who have suffered the loss of one or both hands or feet or are otherwide disabled to an equivalent extent or who are seriously disabled because of occupational illness incurred in the employ of the Company) may be retained or rehired regardless of the seniority principles stated in this Article IV in accordance with such mutual agreement as hereafter may be entered into between the Company and the Union." (International Association of Machinists, AFL-CIO, Lodge 1834 and Lockhead Aircraft Service Co., New York Metropolitan Area. Agreement effective October 1, 1965, expired September 30, 1968.)

"The local plant Union and the local plant Management may by mutual agreement negotiate rules of procedure whereby disabled or handicapped employees may be assigned to and retained in jobs they are able to perform without regard to seniority." (Aluminum Workers International Union, AFL-CIO, Local 420 and Aluminum Company of America, Massena, N. Y. Agreement effective June 1, 1965, expired June 1, 1968.)

Preference for filling light-work jobs. Preference in access to jobs that required only light work was given in 33 agreements. This type of provision is closely related to provisions for transfers. It is more general, however, in some instances just a statement of policy. Typically it is applied to persons whose physical capacity was diminished by age or general poor health as well as to those with specific handicaps. The benefit to the worker was that with such an adjustment in duties he could continue to be employed. In three of the 33 agreements such preference was for a limited period.

Three agreements specified that this policy applied only to employees who were injured in the plant. One indicated that it covered a worker who was injured in or out of the plant. The rest did not say. Practically all of the agreements provided that the employee who was shifted to lighter work would receive the rate assigned for that job. Only four of the 33 agreements specified that to be eligible for such job preference the employee must have been employed by the company for a designated minimum period.

Manufacturing accounts for 25 of the 33 agreements. Of the eight agreements in nonmanufacturing, six were in transportation and utilities, and two in wholesale and retail trade. No one national union accounted for more than four agreements except the Machinists, whose locals negotiated 10 of these contracts.

Illustrations of the clauses in this group follow:

> "Employees who have given long and faithful service in the employ of the Company, and who have become unable to handle heavy work to advantage will be given preference of light work in and around the establishment of the Company." (International Brotherhood of Teamsters, Chauffeurs and Warehousemen and Helpers of America, Independent, Local 852, and H. C. Bohack Co., Inc., N.Y. Agreement effective June 15, 1965, expired June 14, 1967.)

> "Employees who have grown old or disabled while in the employ of the Company shall be given preference on any available light work which they are capable of performing. The Company shall not change an employee's classification without his consent. No employee shall be transferred to any job classification in which

employees have recall rights." (International Association of Machinists and Aerospace Workers, AFL-CIO, Local 1987 and Fairchild Hiller Corporation, Republic Aviation Division, Farmingdale, New York. Agreement effective July 9, 1967, expires July 12, 1970.)

Adjustments in wages on present job. In 14 agreements the company was authorized to pay less than the union rates to disabled employees and to employees with diminished capacity because of age. Some of these agreements stated that the union and the company would consult or negotiate regarding special arrangements for these employees. One agreement provided that the company could pay such workers in accordance with their productivity.

About three-fourths of these agreements were in apparel manufacturing, miscellaneous manufacturing, wholesale and retail trade, and transportation and utilities. The Ladies' Garment Workers, Machinists, Teamsters, and Toy Workers unions negotiated most of these contracts. Seven-tenths of these agreements were with employer associations, whose members, as mentioned previously, typically operate small shops.

Illustrations of the clauses in this group follow:

"Workers who are superannuated or otherwise physically or mentally handicapped or apprentices may receive less than the minimum scales hereinabove provided, but, unless otherwise agreed upon between the Union and the Association (a) hereof (as same may be increases pursuant to Subdivision (b) hereof), but in any event not less than $1.60 per hour until February 5, 1968 and $1.80 per hour thereafter.

"The total number of workers in the several crafts enumerated in the agreement receiving less than the minimum wage scales as aforesaid, including apprentices, shall in no case exceed fifteen (15%) per-cent of the total number of workers in each of said respective crafts." (International Ladies' Garment Workers Union, AFL-CIO, Local 23-25 and National Association of Blouse Manufacturers, New York City. Agreement effective June 1, 1967, expires May 31, 1970.)

"Employees who are not physically capable of producing a normal day's work, may be paid less than the scale for their classification, by mutual agreement between the Union and the Company." (International Brotherhood of Bookbinders, AFL-CIO, Local 13 and Western Printing and Lithographing Co., Poughkeepsie, N. Y. Agreement effective May 17, 1966, expires May 16, 1969.)

> "If because of advance age or non-temporary physical disability, a worker's ability to perform his job has been substantially impaired, the member of the Association may submit the matter as a grievance under Article XXI. In the event that the grievance shall have reached the SECOND STEP and be submitted to the Impartial Chairman, he shall make an award applicable during such impairment only which shall either (1) dismiss the grievance or (2) transfer such worker to another job which the worker can perform with average ability at the rate for such job or (3) reduce the rate of the worker in his present job commensurate with the decrease in production, resulting from such impairment, but in no event below the minimum for such job." (International Union of Dolls, Toys, Playthings, Novelties and Allied Products of the United States and Canada, Local 223, and National Association of Doll Manufacturers, Inc., New York, N.Y. Agreement effective January 1, 1967, expires June 30, 1970.)

Handicapped Veteran Clauses

A total of 618 of the 1,614 agreements provided that the company and the union will comply with the terms of the Universal Military Training and Service Act, entitling veterans, whether handicapped or not, to re-employment rights under specified conditions. A few agreements gave employment rights to disabled veterans that extended beyond those specified in the Act.

The Act states that if a veteran was in the employ of a private employer, "such person shall -

> if not qualified to perform the duties of such position by reason of disability sustained during such service but qualified to perform the duties of any other position in the employ of such employer or his successor in interest, be restored by such employer or his successor in interest to such other position the duties of which he is qualified to perform as will provide him like seniority, status, and pay or the nearest approximation thereof consistent with the circumstances in his case unless the employer's circumstances have so changed as to make it impossible or unreasonable to do so..."

Ten agreements provided super-seniority rights to a disabled veteran. Eight of these were negotiated by the Steelworkers, one by the Teamsters, and one by the Rubber Workers. Seven contracts of the Newspaper Guild provide severance pay for the disabled veteran, if he cannot do the work.

Illustrations of these clauses follow:

"Any employee entitled to reinstatement under this Article /Military Service/ who returns with service connected disability incurred during the course of his service shall be assigned to any vacancy which shall be suitable to such impaired condition during the continuance of such disability irrespective of seniority; provided, however, that such impairment is of such a nature as to render the veteran's returning to his own department onerous or impossible; and provided further that the veteran meets the minimum physical requirements for the job available or for the job as Management may be able to adjust to meet the veteran's impairment." (United Steelworkers of America, AFL-CIO, and Continental Can Co., Master Agreement. Agreement effective Oct 1, 1964, expired January 31, 1968.)

"The Company will make every effort to place in employment former employees falling within the conditions of the Selective Service Act who have become physically handicapped during such service because of an injury arising out of such service. Employees so placed may be retained in that job regardless of seniority so long as they are physically unable to be assigned regular work." (Rubber, Cork, Linoleum and Plastic Workers of America, United States, AFL-CIO, Local 188, and Hewitt Robbins, Inc., Hewitt Rubber Operations, Buffalo N.Y. Agreement effective February 20, 1967, expired November 15, 1968.)

"In the event that any such employee /a veteran who applies for re-employment within 90 days after date of discharge from service and has not received a dishonorable discharge/ has been disabled so that he cannot perform his former duties, and other work cannot be found, the Publisher will grant dismissal indemnity (one week's wages for each six months of continuous and uninterrupted employment)." (Newspaper Guild, AFL-CIO, and News Syndicate Co., Inc. Agreement effective March 31, 1967, expires March 30, 1970.)

A number of agreements stated that as a matter of policy the employer will make an effort to re-employ a former employee who incurred a disability as a result of military service. A few have clauses providing that the company will train a disabled veteran so that he can qualify for an available position. One of these clauses reads as follows:

"...Some modification of the individual job as normally performed may have to be made to accomplish this result and both the Company and the Union agree to cooperate in this respect." (United Brotherhood of Carpenters and Joiners of America, AFL-CIO, Local 3115 and Standard Furniture Co., Herkimer, N.Y. Agreement effective May 1, 1965, expired April 30, 1968.)

A P P E N D I X

REEMPLOYMENT RIGHTS SECTION OF THE UNIVERSAL MILITARY TRAINING AND SERVICE ACT

Section 9 (b) In the case of any such person who, in order to perform such training and service, has left or leaves a position (other than a temporary position) in the employ of any employer and who (1) receives such certificate (of physical examination), and (2) makes application for reemployment within 90 days after he is relieved from such training and service or from hospitalization continuing after discharge for a period of not more than 1 year...

(B) if such a position was in the employ of a private employer, such person shall--

(i) if still qualified to perform the duties of such position, be restored by such employer or his successor in interest to such position or to a position of like seniority, status, and pay; or

(ii) if not qualified to perform the duties of such position by reason of disability sustained during such service but qualified to perform the duties of any other position in the employ of such employer or his successor in interest, be restored by such employer or his successor in interest to such other position the duties of which he is qualified to perform as will provide him like seniority, status, and pay, or the nearest approximation thereof consistent with the circumstances in his case, unless the employer's circumstances have so changed as to make it impossible or unreasonable to do so.

(C)....

(2) It is hereby declared to be the sense of the Congress that any person who is restored to a position in accordance with the provisions of paragraph (A) or (B) or subsection (b) should be so restored in such manner as to give him such status in his employment as he would have enjoyed if he had continued in such employment continuously from the time of his entering the Armed Forces until the time of his restoration to such employment.

From The Universal Military Training and Service Act (Public Law 51, 82nd Congress) (June 19, 1951, C. 144, 65 Stat. 86, 50 U.S.C. app. Supp. V 459). Text as amended by Public Law 87-391, October 4, 1961, 75 Stat 821.

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Table 1. PREVALENCE OF HANDICAPPED WORKER PROVISIONS, BY INDUSTRY AND TYPE OF AGREEMENT: NUMBER

A. Agreements

Industry (a)	Both types		Single-employer		Multi-employer	
	Total	With provision (b)	Total	With provision (b)	Total	With provision (b)
All industries	1,614	219	836	197	778	22
Manufacturing	943	169	556	157	387	12
Ordnance	8	5	8	5	-	-
Food and kindred products	133	10	51	5	82	5
Textile products	45	4	21	4	24	-
Apparel; other finished fabric products	74	6	7	3	67	3
Lumber	17	-	1	-	16	-
Furniture	24	5	15	4	9	1
Paper and allied products	52	10	44	10	8	-
Printing and publishing	105	4	30	3	75	1
Chemical, petroleum, coal, rubber products	42	16	41	16	1	-
Leather and leather products	22	-	7	-	15	-
Stone, clay, glass products	43	6	20	6	23	-
Primary metal industries	43	15	39	15	4	-
Fabricated metal products	49	14	36	14	13	-
Machinery (except electrical)	64	20	61	20	3	-
Electrical machinery	90	20	85	20	5	-
Transportation equipment	36	18	34	18	2	-
Instruments	33	6	30	6	3	-
Miscellaneous manufacturing	63	10	26	8	37	2
Nonmanufacturing	671	50	280	40	391	10
Mining	7	-	7	-	-	-
Transportation and utilities	211	36	110	34	101	2
Wholesale and retail trade	251	11	78	6	173	5
Finance, insurance, real estate	24	-	12	-	12	-
Services	178	3	73	-	105	3

a. Excludes construction and government
b. Excludes provisions that apply specifically to veterans.

Table 1. PREVALENCE OF HANDICAPPED WORKER PROVISIONS, BY INDUSTRY AND TYPE OF AGREEMENT: NUMBER
B. Workers

Industry (a)	Both types		Single-employer		Multi-employer	
	Total	With provision (b)	Total	With provision (b)	Total	With Provision (b)
All industries	1,663,260	259,195	665,325	215,690	997,935	43,505
Manufacturing	891,130	189,015	371,285	150,440	519,845	38,575
Ordnance	3,230	1,360	3,230	1,360	-	-
Food and kindred products	77,905	9,525	24,240	2,250	53,665	7,275
Textile products	33,710	1,575	6,275	1,575	27,435	-
Apparel; other finished fabric products	290,450	25,865	5,170	2,865	285,280	23,000
Lumber	7,175	-	175	-	7,000	-
Furniture	10,850	2,790	5,685	1,090	5,165	1,700
Paper and allied products	28,460	4,780	18,760	4,780	9,700	-
Printing and publishing	62,095	3,975	13,920	1,275	48,175	2,700
Chemical, petroleum, coal, rubber products	24,140	11,080	23,700	11,080	440	-
Leather and leather products	27,905	-	1,730	-	26,175	-
Stone, clay, glass products	18,660	2,215	11,415	2,215	7,245	-
Primary metal industries	44,515	13,615	42,510	13,615	2,005	-
Fabricated metal products	27,835	6,775	14,090	6,775	13,745	-
Machinery (except electrical)	39,505	15,760	36,685	15,760	2,820	-
Electrical machinery	63,270	13,165	59,080	13,165	4,190	-
Transportation equipment	74,535	61,905	73,535	61,905	1,000	-
Instruments	22,550	8,625	21,800	8,625	750	-
Miscellaneous manufacturing	34,340	6,005	9,285	2,105	25,055	3,900
Nonmanufacturing	772,130	70,180	294,040	65,250	478,090	4,930
Mining	2,850	-	2,850	-	-	-
Transportation and utilities	364,900	63,315	178,330	62,805	186,570	510
Wholesale and retail trade	167,530	4,215	74,895	2,445	92,635	1,770
Finance, insurance, real estate	75,435	-	8,960	-	66,475	-
Services	161,415	2,650	29,005	-	132,410	2,650

a. Excludes construction and government.
b. Excludes provisions that apply specifically to veterans.

Table 2. PREVALENCE OF HANDICAPPED WORKER PROVISIONS, BY TYPE OF AGREEMENT: PERCENT DISTRIBUTION BY INDUSTRY

A. Agreements

Industry (a)	Both types		Single-employer		Multi-employer	
	Total	With provision (b)	Total	With provision (b)	Total	With provision (b)
All industries	100.0	100.0	100.0	100.0	100.0	100.0
Manufacturing	58.4	77.2	66.5	79.7	49.8	54.5
Ordnance	0.5	2.3	1.0	2.5	-	-
Food and kindred products	8.1	4.6	6.1	2.5	10.5	22.7
Textile products	2.8	1.8	2.5	2.0	3.1	-
Apparel; other finished fabric products	4.6	2.7	0.8	1.5	8.6	13.7
Lumber	1.1	-	0.1	-	2.1	-
Furniture	1.5	2.3	1.8	2.0	1.2	4.5
Paper and allied products	3.2	4.6	5.3	5.1	1.0	-
Printing and publishing	6.5	1.8	3.6	1.5	9.6	4.5
Chemical, petroleum, coal, rubber products	2.6	7.3	4.9	8.1	0.1	-
Leather and leather products	1.4	-	0.8	-	1.9	-
Stone, clay, glass products	2.7	2.7	2.4	3.0	3.0	-
Primary metal industries	2.7	6.8	4.7	7.6	0.5	-
Fabricated metal products	3.0	6.4	4.3	7.1	1.7	-
Machinery (except electrical)	4.0	9.2	7.3	10.3	0.4	-
Electrical machinery	5.6	9.2	10.1	10.3	0.6	-
Transportation equipment	2.2	8.2	4.1	9.1	0.3	-
Instruments	2.0	2.7	3.6	3.0	0.4	-
Miscellaneous manufacturing	3.9	4.6	3.1	4.1	4.8	9.1
Nonmanufacturing	41.6	22.8	33.5	20.3	50.2	45.4
Mining	0.4	-	0.8	-	-	-
Transportation and utilities	13.1	16.4	13.3	17.3	13.0	9.1
Wholesale and retail trade	15.6	5.0	9.3	3.0	22.2	22.7
Finance, insurance, real estate	1.5	-	1.4	-	1.5	-
Services	11.0	1.4	8.7	-	13.5	13.6

a. Excludes construction and government.
b. Excludes provisions that apply specifically to veterans.

Table 2. PREVALENCE OF HANDICAPPED WORKER PROVISIONS, BY TYPE OF AGREEMENT: PERCENT DISTRIBUTION BY INDUSTRY

B. Workers

Industry (a)	Both types		Single-employer		Multi-employer	
	Total	With provision (b)	Total	With provision (b)	Total	With provision (b)
All industries	100.0	100.0	100.0	100.0	100.0	100.0
Manufacturing	53.6	72.9	55.8	69.7	52.1	88.7
Ordnance	0.2	0.5	0.5	0.6	-	-
Food and kindred products	4.6	3.7	3.6	1.0	5.4	16.7
Textile products	2.0	0.6	0.9	0.7	2.7	-
Apparel; other finished fabric products	17.4	10.0	0.8	1.3	28.7	52.9
Lumber	0.4	-	(c)	-	0.7	-
Furniture	0.7	1.1	0.9	0.5	0.5	-
Paper and allied products	1.7	1.8	2.8	2.2	1.0	3.9
Printing and publishing	3.7	1.5	2.1	0.6	4.8	6.2
Chemical, petroleum, coal, rubber products	1.5	4.3	3.6	5.1	(c)	-
Leather and leather products	1.7	-	0.3	-	2.6	-
Stone, clay, glass products	1.1	0.9	1.7	1.0	0.7	-
Primary metal industries	2.7	5.3	6.4	6.3	0.2	-
Fabricated metal products	1.7	2.6	2.1	3.1	1.4	-
Machinery (except electrical)	2.4	6.1	5.5	7.4	0.3	-
Electrical machinery	3.8	5.1	8.9	6.1	0.4	-
Transportation equipment	4.5	23.8	11.0	28.8	0.1	-
Instruments	1.4	3.3	3.3	4.0	0.1	-
Miscellaneous manufacturing	2.1	2.3	1.4	1.0	2.5	9.0
Nonmanufacturing	46.4	27.1	44.2	30.3	47.9	11.3
Mining	0.2	-	0.4	-	-	-
Transportation and utilities	21.9	24.5	26.8	29.2	18.6	1.2
Wholesale and retail trade	10.1	1.6	11.3	1.1	9.3	4.0
Finance, insurance, real estate	4.5	-	1.3	-	6.7	-
Services	9.7	1.0	4.4	-	13.3	6.1

a. Excludes construction and government.
b. Excludes provisions that apply specifically to veterans.
c. Less than 0.05 of a percent.

Table 3. PREVALENCE OF HANDICAPPED WORKER PROVISIONS, BY INDUSTRY: PERCENT OF AGREEMENTS HAVING PROVISION

Industry (a)	Agreements		Workers	
	Total number (b)	Percent having provision	Total number (b)	Percent having provision
All industries	1,614	13.6	1,663,260	15.6
Manufacturing	943	17.9	891,130	21.2
Ordnance	8	62.5	3,230	42.1
Food and kindred products	133	7.5	77,905	12.2
Textile products	45	8.9	33,710	4.7
Apparel; other finished fabric products	74	8.1	290,450	8.9
Lumber	17	-	7,175	-
Furniture	24	20.8	10,850	25.7
Paper and allied products	52	19.2	28,460	19.2
Printing and publishing	105	3.8	62,095	6.4
Chemical, petroleum, coal, rubber products	42	38.1	24,140	45.9
Leather and leather products	22	-	27,905	-
Stone, clay, glass products	43	14.0	18,660	11.9
Primary metal industries	43	34.9	44,515	30.6
Fabricated metal products	49	28.6	27,835	24.3
Machinery (except electrical)	64	31.3	39,505	39.9
Electrical machinery	90	22.2	63,278	20.8
Transportation equipment	36	50.0	74,535	83.1
Instruments	33	18.2	22,550	38.2
Miscellaneous manufacturing	63	15.9	34,340	17.5
Nonmanufacturing	671	7.5	772,130	9.1
Mining	7	-	2,850	-
Transportation and utilities	211	17.1	364,900	12.4
Wholesale and retail trade	251	4.4	167,530	2.5
Finance, insurance, real estate	24	-	75,435	-
Services	178	1.7	161,415	1.6

a. Excludes construction and government.
b. Excludes provisions that apply specifically to veterans.

Table 4. PREVALENCE OF HANDICAPPED WORKER PROVISIONS, BY INDUSTRY: PERCENT DISTRIBUTION OF PROVISIONS ACCORDING TO TYPE OF AGREEMENT

Industry (a)	Agreements with provision			Workers under agreements with provision		
	Total (b)	Single-employer	Multi-employer	Total (b)	Single-employer	Multi-employer
All industries	100.0	90.0	10.0	100.0	83.2	16.8
Manufacturing	100.0	93.0	7.0	100.0	79.7	20.3
Ordnance	100.0	100.0	-	100.0	100.0	-
Food and kindred products	100.0	50.0	50.0	100.0	23.6	76.4
Textile products	100.0	100.0	-	100.0	100.0	-
Apparel; other finished fabric products	100.0	50.0	50.0	100.0	11.1	88.9
Lumber	100.0	-	-	100.0	-	-
Furniture	100.0	80.0	20.0	100.0	39.1	60.9
Paper and allied products	100.0	100.0	-	100.0	100.0	-
Printing and publishing	100.0	75.0	25.0	100.0	32.1	67.9
Chemical, petroleum, coal, rubber products	100.0	100.0	-	100.0	100.0	-
Leather and leather products	100.0	-	-	100.0	-	-
Stone, clay, glass products	100.0	100.0	-	100.0	100.0	-
Primary metal industries	100.0	100.0	-	100.0	100.0	-
Fabricated metal products	100.0	100.0	-	100.0	100.0	-
Machinery (except electrical)	100.0	100.0	-	100.0	100.0	-
Electrical machinery	100.0	100.0	-	100.0	100.0	-
Transportation equipment	100.0	100.0	-	100.0	100.0	-
Instruments	100.0	100.0	-	100.0	100.0	-
Miscellaneous manufacturing	100.0	80.0	20.0	100.0	35.1	64.9
Nonmanufacturing	100.0	80.0	20.0	100.0	93.0	7.0
Mining	100.0	-	-	100.0	-	-
Transportation and utilities	100.0	94.4	5.6	100.0	99.2	0.8
Wholesale and retail trade	100.0	54.5	45.5	100.0	58.0	42.0
Finance, insurance, real estate	100.0	-	-	100.0	-	-
Services	100.0	-	100.0	100.0	-	100.0

a. Excludes construction and government.
b. Excludes provisions that apply specifically to veterans.

Table 5. PREVALENCE OF HANDICAPPED WORKER PROVISIONS (a), BY AREA

Area	Agreements				Workers			
	Total		With provision(b)		Total		With provision(b)	
	Number	Percent distribution	Number	Percent distribution	Number	Percent distribution	Number	Percent distribution
New York State	1,614	100.0	219	100.0	1,663,260	100.0	259,195	100.0
New York Metropolitan Area	910	56.3	58	26.5	1,023,320	61.5	89,950	34.7
New York City plus all or some of the Metropolitan Area	175	10.8	11	5.0	396,665	23.8	30,625	11.8
New York City	623	38.6	27	12.4	581,295	35.0	42,885	16.6
Nassau County	39	2.4	9	4.1	20,580	1.2	10,995	4.2
Suffolk County	5	0.3	-	-	1,185	0.1	-	-
Westchester, Rockland, Orange and Putnam Counties	68	4.2	11	5.0	23,595	1.4	5,445	2.1
Upstate	619	38.4	138	63.0	403,435	24.3	112,860	43.5
Albany, Rensselaer, and Schenectady Counties	98	6.1	18	8.2	30,785	1.9	10,525	4.1
Binghamton (Broome County)	45	2.8	10	4.6	28,775	1.7	7,795	3.0
Buffalo (Erie and Niagara Counties)	198	12.2	59	26.9	95,065	5.7	39,950	15.4
Rochester (Monroe County)	95	5.9	14	6.4	95,145	5.7	16,385	6.3
Syracuse (Onondaga County)	61	3.8	14	6.4	29,930	1.8	7,115	2.7
Utica (Herkimer and Oneida Counties)	64	4.0	13	5.9	34,615	2.1	10,025	3.9
Other Upstate Counties	58	3.6	10	4.6	89,120	5.4	21,065	8.1
Statewide	85	5.3	23	10.5	236,505	14.2	56,385	21.8

a. Excludes construction and government.
b. Excludes provisions that apply specifically to veterans.

Table 6. PREVALENCE OF HANDICAPPED WORKER PROVISIONS, BY NATIONAL UNION

Union (a)	Agreements		Workers	
	Total number	Percent with provision (b)	Total number	Percent with provision (b)
All agreements (c)	1,614	13.6	1,663,260	15.6
Actors and Artistes	11	-	31,975	-
Air Line Employees	1	-	575	-
Airline Pilots	7	100.0	2,905	100.0
Airline Stewards	1	100.0	255	100.0
Aluminum Workers	2	100.0	2,725	100.0
Automobile Workers	44	70.5	68,925	88.0
Bakery and Confectionery Workers	11	-	6,580	-
Bakery Workers, Ind	30	-	20,965	-
Barbers	14	-	4,635	-
Boilermakers	5	20.0	645	27.1
Bookbinders	14	7.1	10,130	5.9
Brewery Workers	4	50.0	835	64.7
Broadcast Employees	2	-	895	-
Buffalo and Western New York Hospital Organizing Committee (d)	3	-	880	-
Building Service Employees	41	-	90,955	-
Carpenters	24	4.2	14,570	2.6
Cement Workers	5	20.0	905	13.3
Chemical Workers	8	37.5	6,600	52.4
Clothing Workers (ACW)	32	6.3	120,480	1.7
Communication Association (ACA), Ind	2	-	2,310	-
Communication Association (CWA)	9	-	41,510	-
Directors Guild, Ind	1	-	350	-
Distillery Workers	1	-	1,800	-
District 50, Mine Workers, Ind	22	50.0	9,800	49.3
Electrical Workers (IBEW)	58	29.3	40,580	49.4
Electrical Workers (IUE)	56	23.2	50,775	35.1
Electrical Workers (UE), Ind	5	-	3,210	-
Elevator Constructors	1	-	2,100	-
Engineers, Operating	14	-	2,085	-
Engineers, Technical	3	33.3	1,325	19.6
Firemen and Oilers	4	-	605	-
Flight Engineers	3	-	785	-
Furniture Workers	11	18.2	4,625	15.0
Garment Workers, Ladies'	57	5.3	206,125	11.2
Glass Bottle Blowers	1	-	280	-
Glass and Ceramic Workers	2	50.0	905	37.0
Glass Workers, Flint	5	-	8,365	-
Glove Workers, United, Ind (d)	4	-	6,200	-
Grain Millers	5	40.0	1,465	34.1
Granite Cutters	1	-	450	-
Hatters	12	-	19,160	-
Hotel, Restaurant Employees	35	-	31,480	-
Insurance Workers	3	-	5,000	-

Continued

Table 6. continued

Union (a)	Agreements		Workers	
	Total number	Percent with provision (b)	Total number	Percent with provision (b)
Iron Workers	6	-	4,690	-
Jewelry Workers	7	-	3,845	-
Laborers	2	-	590	-
Lace Operatives, Ind	2	-	90	-
Laundry and Dry Cleaning	4	25.0	2,250	6.7
Leather Goods Workers	11	-	17,310	-
Leather Workers	2	-	590	-
Lithographers and Photoengravers	16	-	6,210	-
Locomotive Engineers, Ind	2	50.0	2,020	14.9
Locomotive Firemen	2	-	3,585	-
Longshoremen	12	8.3	22,910	1.7
Machine Printers, Ind	1	-	35	-
Machinists	93	25.8	57,415	32.9
Marble Workers	1	-	150	-
Marine Engineers	4	-	610	-
Marine and Shipbuilding Workers	4	25.0	1,310	12.2
Maritime	9	-	15,960	-
Meat Cutters	52	1.9	43,290	0.7
Mechanics (MESA)	3	66.7	1,850	94.1
Metal Polishers	1	-	225	-
Mine, Mill, and Smelter Workers, Ind	2	50.0	1,590	53.5
Molders	5	-	1,185	-
Musicians	7	-	2,300	-
Newspaper Guild	12	8.3	8,130	5.5
Newspaper and Mail Deliverers, Ind	6	33.3	4,450	65.2
New York State Nurses, Ind (d)	1	-	75	-
Office Employees	16	18.8	4,975	10.1
Oil, Chemical, and Atomic Workers	19	26.3	6,605	34.6
Packinghouse Workers	1	-	450	-
Painters	22	4.5	3,035	9.9
Papermakers and Paperworkers	22	18.2	7,420	39.4
Pattern Makers	1	-	50	-
Plate Printers	1	-	100	-
Plumbers	3	-	765	-
Porters, Sleeping Car	2	-	720	-
Potters	1	-	275	-
Printing Pressmen	18	-	12,240	-
Production, Service, Sales Employees, Ind	2	-	480	-
Pulp, Sulphite, and Paper Mill Workers	18	5.6	12,770	2.0
Radio Association	2	-	360	-
Railroad Signalmen	1	-	1,700	-
Railroad Trainmen	4	-	3,470	-
Railroad Yardmasters, Ind	3	-	1,280	-
Railway Conductors, Ind	1	-	1,500	-
Railway and Steamship Clerks	6	50.0	15,705	16.2
Retail Clerks	28	-	17,185	-

Continued

Table 6. continued

Union (a)	Agreements: Total number	Agreements: Percent with provision (b)	Workers: Total number	Workers: Percent with provision (b)
Retail, Wholesale Employees	85	1.2	56,420	0.4
Rubber Workers	3	33.3	1,790	29.1
Seafarers	7	-	10,500	-
Sheet Metal Workers	5	-	1,940	-
Shoe Workers	3	-	4,175	-
Shoe Workers, Boot and	2	-	435	-
Stage Employees and Moving Picture Machine Operators	19	5.3	9,650	22.8
State, County, and Municipal Employees	8	-	3,005	-
Steelworkers	48	27.1	48,110	24.3
Stereotypers and Electrotypers	6	-	1,415	-
Stone Workers	1	-	160	-
Switchmen	1	-	600	-
Teamsters, Ind	226	5.8	120,980	10.2
Telegraphers, Commercial	2	-	1,310	-
Textile Workers (TWUA)	30	13.3	18,060	7.9
Textile Workers (UTWA)	4	25.0	815	43.6
Toy Workers	2	100.0	3,900	100.0
Transit Union	7	28.6	4,060	56.3
Transport Workers	19	31.6	19,100	60.4
Typographical	27	-	17,770	-
Upholsterers	5	20.0	2,495	68.1
Utility Workers	1	100.0	19,625	100.0
Watchmen's Association, Ind	4	-	2,790	-
Two or more AFL-CIO unions	13	23.1	99,500	2.5
Federal and Local Industrial unions	18	11.1	27,455	2.0
Single-firm unions, Ind	56	25.0	65,725	18.4

a. Independent unions are denoted "Ind." The rest are AFL-CIO.
b. Excludes provisions that apply specifically to veterans.
c. Excludes construction and government.
d. Area labor organizations rather than national unions.